

Commission on Equal Opportunity and Diversity

MEETING MINUTES

Full Membership Meeting Tuesday 1:30 PM, February 21, 2023

Via Zoom: <https://virginiatech.zoom.us/j/89546842342>

Land Acknowledgement

Virginia Tech acknowledges that we live and work on the Tutelo/Monacan People's homeland, and we recognize their continued relationships with their lands and waterways. We further acknowledge that legislation and practices like the Morrill Land-Grant College Act (1862) enabled the commonwealth of Virginia to finance and found Virginia Tech through the forced removal of Native Nations from their lands, both locally and in Western states and territories.

Labor Recognition

Virginia Tech acknowledges that its Blacksburg campus sits partly on land that was previously the site of the Smithfield and Solitude Plantations, owned by members of the Preston family. Between the 1770s and the 1860s, the Prestons and other local White families that owned parcels of what became Virginia Tech also enslaved hundreds of people. Enslaved Black people generated resources that financed Virginia Tech's predecessor institution, the Preston and Olin Institute, and they also worked on the construction of its building.

Member Name	Member Position	Present
LaTawnya Burleson	Chair & Appalachian Caucus Representative	Yes
*Melissa Faircloth	Vice Chair & American Indian and Indigenous People's Alliance Representative	Yes
Menah Pratt	Ex Officio & VP Strategic Affairs and Diversity	Yes
Stacey Wilkerson	OID Liaison	Yes
Bryan Garey	Ex Officio & VP for HR	
Ellen Banks	Ex Officio & VP for HR designee (HR designee)	Yes
Susan Hughes	Ex Officio & VP for HR designee (HR designee)	

Barbara Lockee	Ex Officio & Vice Provost for Faculty Affairs designee	Yes
Ellington Graves	Ex Officio & Assoc Vice Provost for Inclusion and Diversity	Yes
*Kelly Oaks	Ex Officio & Assistant Vice President for Equity & Accessibility	Yes
Pam Vickers	Ex Officio & Director of ADA and Access Services	
Mark Sikes	Ex Officio & Dean of Students	Proxy in attendance
Anthony Scott	Ex Officio & Dean of Students (DOS designee)	Yes

Member Name	Member Position	Email Address
Christa Miller	Associate Director of Services for Students with Disabilities & Disability Alliance and Caucus Representative	Yes
Aimée Suprenant	Dean of Graduate School & Council of College Deans Representative	
Rebecca Hester	Assistant Professor, Science, Technology and Society & Faculty Senate Senator	
Judy Taylor	Executive Assistant Faculty Affairs & Staff Senate Senator	Yes
Nikeshia Arthur	Associate Dean of Student and Director for Students with Disabilities & AP Faculty Senate Senator	Yes
Vacant	International Caucus Representative	
*Shania Clinedinst	Diversity Initiatives Support Specialist & Black Caucus Representative	

*John Gray Williams	Director of Recruitment CNRE & LGBTQ+ Caucus Representative	Yes
Michael Walsh	Hispanic/Latino Faculty/Staff Caucus	Yes
Tamara Cherry-Clarke	Assistant Dean Women's Alliance and Caucus	
Bonnie Zare	Women's Alliance and Caucus- Proxy	
Nicole Akers	Veterans Caucus Representative	Yes
Vincent Wang	Associate Professor and Kevin P. Granata Faculty Fellow & Asian Pacific Islander Desi American Caucus Representative	Yes
Annabelle Fuselier	Faculty/Staff At-Large Representative	Yes
Eric Thomas	Undergraduate Student At- Large Representative	Yes
Kendall Holloway	Graduate Student At-Large Representative	Yes
Nicole Adia Jefferson	Graduate and Professional Student Senate	Yes
Emma Yadene	Undergraduate Student Senate Senator	Yes
April Myers - Lori Buchanan Proxy	Director of Governance Administration & Guest	Yes

1. Approval of Agenda
 - a. Motion to approve agenda - Nicole Akers
 - b. Second motion - Barbara Lockee
 - c. The motion was carried with unanimous vote.
2. Attendance
 - a. Recognition and introduction of new members
 - i. Eric Thomas - Undergraduate Student At-Large position
 - ii. Mark Sikes - Dean of Students
 1. Anthony Scott serving as proxy.
 - iii. Kendall Holloway - Graduate Student At-Large position
 - iv. Emma Yadene - Undergraduate Student Senate Senator

1. Completing term for Daniell Nisbet
3. Approval of [November Meeting Minutes](#)
 - a. Motion to Approve - Michael Walsh
 - b. Second Motion - Nicole Akers
 - c. The motion to approve minutes without edits was carried with unanimous vote.
4. Old Business
 - a. Resolution 2022-23B Resolution to Approve the Land Acknowledgement and Labor Recognition Statement
 - i. [Resolution 2022-23B](#)
 - ii. CEOD 1st Reading was at the November meeting.
 - iii. CEOD 2nd Reading will be at today's meeting (February).
 1. Motion to approve second reading - Barbara Locke
 2. Second Motion - Nicole Akers
 3. The motion was carried with unanimous vote.
 - iv. Senate Review
 1. Reviewed by Staff Senate - reviewed and approved
 2. Reviewed by AP Faculty Senate - reviewed and approved
 3. Reviewed by Faculty Senate - waived the right to comment
 - v. Next Steps
 1. If CEOD approves at the February meeting, the document should be updated with a waiver date, add the Faculty Senate document, and send to April Myers. (Stacey will do this after the CEOD meeting).
 2. University Council 1st reading will tentatively occur at the March 13th meeting with 2nd reading tentatively at the April 3rd meeting.
 - b. Resolution 2022-23A Resolution to Establish Representation at University Council
 - i. [Resolution 2022-23A](#)
 - ii. CEOD 2nd reading occurred at the October meeting.
 - iii. Additional reading at November meeting.
 - iv. University Council 1st reading occurred at Dec. 5 meeting
 - v. University Council 2nd reading occurred at the Feb. 6 meeting and was fully approved.
 1. Next steps - Review by Governance and Administration Committee in June 2023
 2. It will then go to Board of Visitors since it changes the University Council Constitution
 3. Anticipated date for BOV review is November meeting, 2023
 - c. Vacant Positions -
 - i. [Campus Development Committee](#) - vacant
 1. Stacey serving until position is filled
 - ii. [University Curriculum Committee for General Education - Faculty Representative](#) - vacant
5. New Business
 - a. Presentations

- i. Campus Development Committee hasn't met since the last CEOD meeting.
- ii. Staff Senate - McComas staff leadership seminar is happening again this year in hybrid capacity; include faculty and AP faculty; has been included in VT News; speakers from Franklin-Covey

8. Adjournment

- a. Motion to adjourn - Michael Walsh
- b. Second motion - Christa Miller
- c. Meeting adjourned at - 2:14pm